

Advantage

Summer 2015

Every Child Matters

Head Start Program Celebrates 50 Years

Public Health
Pilots Tobacco-Free Parks
Policy

Maricopa County Wins 47 NACo Awards

Engineering STEM Identity

Raising the Bar in County Schools

Environmental Services
Employee Selected to Team USA

Steve Gallardo

Passion Brought to a New Role
as County Supervisor





Are you contributing enough to your retirement plan?

A gap may be hiding from you

If you haven't assessed how well your 457(b) plan contributions track with your retirement goals, you could be in for a shock. That's because the projected costs of living through retirement may be growing, thanks to:

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Steve Gallardo
brings passion to
his new role as
County Supervisor

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JUMP INTO SUMMER!



DAY CAMP, SWIM TEAM OR GETTING FIT TOGETHER

Valley of the Sun YMCA & Maricopa County

SUMMER IS HERE!

Summer is here and because of the partnership with the YMCA, the options to do something fun this summer are endless. Just a few idea's: use this time of the year to get back into shape and attend one of the many fitness classes at the YMCA. Or, schedule some family time and jump in the pool at one of the YMCA's. Summer just started, but are your kids up for something new? Have them participate in one of the fun-filled Summer Day Camps, the YMCA offers throughout the Valley. Jump into Summer with the YMCA and you will feel refreshed. Guaranteed!

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- Youth Sports
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From the Publisher



Dear Advantage Reader:



Summer is a time for renewal. It is the beginning of a new fiscal year, a new budget year and a new strategic planning cycle. On a personal level it is when kids finish a school year and my family has time to be together and relax. Summer is filled with celebrations of Flag Day, Independence Day, and Labor Day. Patriotic themes abound and we can reflect on our lives as Americans. I am so grateful for the life I live, the freedoms that I have in this great country and for my job here at Maricopa County.

This edition of Advantage Magazine is filled with inspirational stories of County employees. The cover story is on Supervisor Steve Gallardo, the newest member of the Board of Supervisors, and his recent contributions to Maricopa County. We welcome Fields Moseley as the new Communications Director. There is an interesting story about Stephanie Yee who was selected to participate in the World Dragon Boat Racing for the U-24 Team USA 2015. There is a salute to Norm Davis, Presiding Judge of the Superior Court who retired on June 30, 2015. Ad-

ditionally, there are stories about the Pillars of Honor and the 47 NACo awards that Maricopa County received. All indications of the dedicated employees that we have here in Maricopa County.

This edition also highlights many community based programs that Maricopa County operates for the good of the community. These include the 50th Anniversary of Head Start, the Library District's Summer Reading Program, Public Health's Tobacco Education Program, Environmental Services' Food Training Program, Accident Prevention and Collision Awareness from Risk Management, the STEM Identity Program from MCESA, and the new Benefits Wellness Portal.

As a Maricopa County employee you are the heart of our governmental services. Thank you for your commitment to this County. I hope the summer provides you with rest and relaxation as we look back on a highly successful year and forward to another year of serving the citizens of Maricopa County.

Thank you.

Sandi Wilson
Deputy County Manager
Maricopa County



“ You are the sum total of everything you've ever seen, heard, eaten, smelled, been told, forgot - it's all there. Everything influences each of us, and because of that I try to make sure that my experiences are positive.”

- Maya Angelou



Steve Gallardo, Board of Supervisors District 5

Steve Gallardo

Passion Brought to a New Role

When longtime West Phoenix lawmaker Steve Gallardo reversed course last year, opting out of a Congressional bid and filing for a seat on the Maricopa County Board of Supervisors, more than a few eyebrows were raised.

Would Gallardo bring the hyper-partisan and passionate and aggressive style of the Arizona Legislature and immigration politics to the County Board? How would he be welcomed by the current conservative supervisors, themselves trying hard to turn the page on the personal, political and legal clashes of a few years ago?

What would Steve Gallardo be like?

After a wearily active five months in office, the verdict is in: Gallardo is what he has always been. An energetic, passionate voice for his community, a quick study on issues, eager to work with others to accomplish positive goals, but at heart an advocate on challenging social and economic issues he cares about, regardless of the politics. In the words of a veteran Democratic Party operative, "With Steve, what you see is what you get."

Gallardo concedes as much. "I wear my beliefs on my sleeve," he explained. "I am passionate and vocal. I'm not afraid to voice my opinions. If that makes me a bomb thrower, so be it."

But that's not all there is to Gallardo. He was never the "troublemaker" that some feared.

Influential Republican State Capitol business lobbyist Kevin DeMenna saw that soon after Gallardo was elected to the Arizona Legislature in 2002. "He was part of a group of Latino lawmakers, like Robert Meza and John Loreda, who were seen as pro-business, people you could deal with, progressive, centrist, transactional (not ideological) lawmakers," DeMenna said.

"Steve came into the legislature at a time the place was not yet so polarized," remembers longtime Democratic legislator and activist Alfredo Gutierrez. "But after (anti-immigration measures) Prop 200 and Senate Bill 1070, it was a different place, more and more politicized, with no room for compromise.

"Steve Gallardo wasn't elected as a bomb thrower, but he became the passionate, articulate voice of his generation because he could do it and was forced to do so," Gutierrez said.

"But the role of a County Supervisor is entirely different. I suspect he'll be a positive guy interested in the everyday operations of the County," Gutierrez predicts.

To say Gallardo and his three-person staff have hit the ground running would be an understatement.

Team Gallardo -- Cristina Arzaga-Williams, John Gomez and Celina Medina -- took a vacation Memorial Day, suggesting they hadn't had a day off since his swearing in January 13.

In between, the team (they travel almost everywhere

together, as a group) had staffed the Laveen Community Barbeque, MLK Day, the Gay Pride Parade, the D-Backs Jam (continuing a kids' program started by former Supervisor Mary Rose Wilcox), launched a Graffiti Buster initiative, coached a youth baseball team, set up Open Office Hours in Buckeye City Hall, pedaled beside Supervisor Clint Hickman in the annual City-County Bike to Work Day, established a Latino LGBTQ Advisory Council, participated in a Flood Control Community Meeting in Laveen, took media interviews on every conceivable topic from the upcoming County budget to the human rights contributions of Cesar Chavez and a half dozen legislative proposals.

Whew!

Oh, yes. And twice prepared and served lunch to the homeless youth at Tumbleweed Center in central Phoenix. Gallardo plans on making it a regular "First Tuesday" monthly event, to highlight the issues of "sofa

surfing" youths whose difficult, often tragic circumstances go unnoticed by the larger society.

None of that surprises West Phoenix activists. State Sen. Martin Quezada, 38, sees himself as a Gallardo protégé, even though they're relatively close in age. "It is fair to call him my mentor," Quezada says. "I've learned more from him than anyone else." Quezada said County folks will soon notice how hard Gallardo works at his job. Gallardo pledged to be a "full time" supervisor. "I can tell he's doing a lot just in his first months in office," Quezada said, noting Gallardo's active schedule.

"As a legislator, he was at the office working during the interim. He'll bring that same work ethic to the County." Gallardo has always been an articulate, passionate newsmaker. Neither a policy wonk nor an ideologue, Gallardo is seen by those who have watched him the longest as a guy deeply rooted in his community. Born



Gallardo congratulated at swearing-in ceremony in January

and raised in Maryvale where his mother was active in the American Legion Auxiliary, Gallardo is accessible and connects with ordinary people, many of them union members in the construction trades, the folks he grew up with at Starlight Park Elementary School and Trevor Browne High School, and served with on the Cartwright Elementary School District and Phoenix Union High School District Boards. “He’s always been the same guy, one you can count on, an ally of West Phoenix causes,” observed Adam Lopez Falk, a member of the Alhambra School Board.

Gallardo was no stranger to County government upon his election. He joined the County Elections Department when he was 19 years old. Elections Director Karen Osborne remembers him as “an ambitious young man who cared deeply about helping his community. When he decided to leave his position as campaign finance manager in our office to run for the school board and the state legislature, we were supportive and knew he would achieve success.”

Gallardo seems to be broadening his initial brand of immigration and LGBTQ (Lesbian, Bisexual, Gay, Transgender and Questioning) issues. His work with Human Services Director Bruce Liggett on the downtown homeless campus brought him into contact with an under-the-radar subset of homeless people, homeless youth.



Day of Labor at Arizona State Capital



Young constituent at Whoopee Daze event.

Even before the election, he had to dive head first into flood control issues, what with the monsoons devastating much of Southwest Phoenix. “We had a community meeting in Laveen recently. I show up and there were already hundreds of people, TV stations, news media. I think the folks (he uses the word ‘folks’ a lot) went away satisfied that there is a plan.”

Another eye-opener for the Board’s newest member: the sheer size of Maricopa County. “My legislative district in Maryvale was one of the most urbanized, compact districts in the state,” he said. “It would take me ten minutes to drive across the whole district. District 5 goes from Guadalupe to Buckeye, and to Gila Bend and Tonopah. I go to meetings from one end of the County to the other.”

He’s learning, touring dairies one day and Head Start facilities the next.

County issues are less partisan than state legislative issues, and so are the players. “We’re more quality of life here,” he said. He does appreciate

that at the County, being a lone Democrat on a five-member board, his colleagues have reached out. “Before I took office, I had breakfast or lunch, basically, meet-and-greet, with all the Board members. I knew Rick Bohan and Bill Montgomery from the legislature. I think they knew I would give them a good hearing,”

“Here at the County, if I have an idea, I can throw it out and it will get consideration. At the legislature, as a Democrat, my bills were dead on arrival.”

Gallardo does miss the personal relationships and camaraderie at the legislature, however. “At the Capitol, you see each other every day. You mingle with the members, not just of your own party. I miss sitting in the lounge eating pizza and talking. Here, so much of the work is put on the chiefs of staff.”

He has a soft spot in his heart for one County agency: The Elections Department He started working there after community college. “I had planned it as a part-time summer job. I stayed for



Ribbon-cutting ceremony at Tumbleweed Center for Homeless Youth



D-backs Jam 2015



14 years.” He developed the political bug in high school, but working so closely with candidates, making sure they had the correct information, being in the middle of important countywide voting, it was just so exciting.

He speaks, almost reverently, about the late Jim Shumway, from whom he learned so much about the process and logistics of an election. “Back then, everything was done manually. But if there was a mistake, and there were, we all make them, he taught us to fix it.”

He started working at the department at the same time Recorder Helen Purcell was first elected in 1988. Elections Director Karen Osborne started a couple of years later. Outside of a few close friends like Phoenix attorney and activist Danny Ortega and former state Sen. John Loreda, he sees Purcell and Osborne as mentors and the department as “family.”

Interestingly for a politician, his newest cause,

homeless youth at Tumbleweed and elsewhere, is not likely to win him many political points. Indeed, this is a group that flies under the public radar. “This is a population that doesn’t show up at the downtown homeless campus,” he said.

“They’re not walking around with a shopping cart. But their stories are tragic,” his voice rising and getting higher pitched with passion. “They are the victims of abuse and violence at home. They have nowhere to go. They hop from home to home, sleep wherever they can. And nobody knows about this problem. It’s not just a Phoenix problem. It is everywhere. We should be talking about this. The Maricopa Association of Governments should be talking about this.”

And off he goes, to another community meeting, to another event. Steve Gallardo, the activist supervisor.



Team Gallardo at Phoenix Pride Event



Maricopa County Hires Veteran Journalist as Communications Director



Maricopa County is pleased to announce Fields Moseley as the new Communications Director. Moseley will develop communications strategies and lead a group focused on reaching citizens through traditional and social media and targeted internet content.

“Moseley’s years of experience covering a broad array of local and national issues and extensive news, journalism and marketing skills make him a welcome addition to our communications team,” said County Manager Tom Manos. “He is vital to achieving our ultimate goal of helping our citizens understand the important work the County does. His leadership and counsel will be invaluable to me and to the entire county.”

Prior to joining the County, Moseley was a news anchor and reporter for KTVK-3TV in Phoenix. He covered an eclectic collection of stories over the course of his career including the Granite Mountain Hot Shots, Crandall Canyon Mine Disaster, Elizabeth Smart’s return home, and the Arizona monsoon. He won an Emmy for a story he produced about a Payson man who fell while canyoneering and received four previous Emmy nominations in the areas of live reporting, business reporting and news writing.

“A communications strategy has to incorporate every tool we have,” Moseley said. “We can’t just react to a crisis. We want to engage the public and let them know about the high quality services the County provides while respecting tax payer dollars.”

Before coming to Phoenix, Moseley was a television journalist in Salt Lake City, Utah; Greensboro, North Carolina; Charleston, South Carolina; and Midland, Texas.

He holds a bachelor’s degree in broadcast journalism from the University of Colorado in Boulder. Moseley lives in Phoenix with his wife and three children.





*Director Alecia Jackson
with children from North
Tempe Head Start*

Every Child Mat

Head Start Early Learning Program C



ters celebrates 50 Years

Thirteen toddlers in a small, enclosed play area on an early summer morning. And yet, no one is screaming. A handful of children huddle together in small groups while others go off independently with a toy.

A soft voice gently offers instructions and encouragement.

“It’s her turn right now.” “Use your words; tell me what you want.” “Yes, put the helmet in the toy cart, please.” “Thank you.”

“Andres, pon los pescados en el agua, in the water.”

“Yes, I’m always good for a hug.”

The voice belongs to the woman in a bright lime green shirt, one of four adults in the fenced circle that include a sliding board, a water tray, wagons, plastic animals and other toys. Alexis Horne is an Early Head Start teacher for the Maricopa County Head Start program at the Westside Generational Center in Tempe, which includes the Ladmo Branch of the Boys & Girls Clubs of the East Valley.

Ms. Horne is a naturally patient, soft spoken person, but her manner also springs from her training. Intentionally positive, modeling appropriate behav-

ior, she helps these three-year-olds – just starting their educational development – to master the social and emotional skills they’ll need in school and in life.

In recent years, researchers have accumulated more and more data on the critical early years in brain development, from zero to five. And savvy, competitive parents, not just the “Tiger Moms,” are acting accordingly.

To a far greater extent than in previous decades, ambitious parents are competing hard – and spending lots -- to place their children in high performing schools, starting with the “right” kindergarten and pre-K, the ones that lead to the selective prep school, a prestigious university or even a college scholarship.

We see it all the time. Parents and grandparents routinely check the lists, “Best Schools in Arizona,” and make decisions accordingly.

But there is a long-term downside, so the social scientists and economists are telling us.

In his recently released book, *Our Kids*, political scientist Robert Putnam writes that the classic American Dream, the land of opportunity, has morphed into a “Split Screen America,” with rising economic ine-

quality. Putnam, the acclaimed author of *Bowling Alone*, attributes the decline of the working middle class to several factors: Falling wages, the loss of manufacturing jobs – and – inequality of educational opportunity. Rather than its historic role as “The Balance Wheel of Society,” American educational institutions now reinforce existing economic and class inequality, Putnam says.

Academicians point to “The Achievement Gap” between children from the poorest and most affluent homes. That children from families on welfare will have an estimated 13 million words spoken to them by the age of four, while children from professional class families will have heard an es-



Early learning opportunities increase success in school



Head Start children participating in a cardboard challenge

estimated 48 million words.

A big gap starting off in life.

One of Putnam's recommendations: Universal early education for all children.

Exactly the mission of Head Start, which this summer celebrates its 50th anniversary. Its mission has not changed: To provide the foundation of education, the key to opportunity to all.

Since then, some 32 million Americans have gotten their start in a Head Start class. Today they are doctors, lawyers, teachers, corporate leaders, elected officials ... and yes, even Cabinet members. Sylvia Matthews Burwell, U.S. Secretary of Health and Human Services, was a Head Start kid in Hinton, West Virginia.

She, like Vincent, Andres, Jeremiah, Grayson and the others in Ms. Horne's class this summer, first listened to stories,

learned to count, problem solved and made friends in a Head Start class.

In any one year, the Maricopa County Head Start Zero-Five Program will serve 2,600 at-risk children, those living in poverty, experiencing homelessness, in foster care with teenaged parents, or parents who are incarcerated or children affected by developmental disabilities.

Multiply that by 50 years, you get an idea of its impact over time. Parents are encouraged to participate, as they can learn how better to interact, instruct and motivate their children. Communities are engaged in providing low-cost or no-cost space to house the program in areas of greatest need.

"Inclusion in life begins in early childhood," explained Alecia Jackson, director of the County's Head Start program. "Every child can learn. Education is a key investment if we are to break generations of poverty and

Leaders from the State, County, City and schools joined Head Start staff for the 50th Anniversary Reading event across the County

ensure that all children start school ready to learn.”

That spirit of inclusion, that every child *matters*, is everywhere at Head Start in Maricopa County, even in the lettering on the classroom walls: “Welcome,” “Bienvenidos,” and “Marhaba,” in Arabic, so that an Iranian child will also feel embraced in the same open arms.

“Head Start has shown it can close the achievement gap, Jackson said. “And in Maricopa County, we have done that for hundreds of thousands of children.”

It’s more than a nice legacy for the County, Alecia Jackson, Alexis Horne and all the men and women who devote their careers to the most vulnerable children in a task will only grow in importance for future generations’ success in school and in life.



Assistant County Manager MaryEllen Sheppard reading at Westside Generational Head Start Center



Library Director Cindy Kolaczynski reading at Guadalupe Head Start



Maricopa.staywell.com is Your Portal to Saving Money on Your Medical Premium

You can save money on your medical premium by taking advantage of assessments that are available as part of your comprehensive Wellness Program.

If you are enrolled in a County-sponsored medical plan, **starting Tuesday, June 23**, you can log in to the Stay-Well Wellness Portal at <http://maricopa.staywell.com> to:

- Schedule a Biometric/Tobacco Screening
- Take a Health Assessment
- Complete a Tobacco Free Affidavit

Completing these assessments can help reduce your medical premium.

Beginning with Plan Year 2015-16, the wellness premium reductions are bundled. You will need to complete both a Biometric Screening and a Health Assessment to save up to \$40.00 a month and to qualify for the non-tobacco use premium reduction. To earn the non-tobacco use premium reduction of up to \$20.00 a month, you must complete a Tobacco Free Affidavit and a Tobacco Screening (if you have not previously completed and passed it). You cannot receive the non-tobacco use premium reduction independently of the Biometric Screening/Health Assessment reductions.

Biometric Screenings are scheduled Tuesday, July 7 – Friday, August 28, 2015 at various County work-sites. You can schedule your screening online up to 12 hours in advance; however to expedite the check-in process, you should schedule your appointment 7 days in advance. Walk-ins will be accepted, although your check-in and wait times will be longer.

You can complete your Health Assessment either before or after you schedule your Biometric Screening. In either scenario your Biometric Screening measurements will be uploaded into your Health Assessment approximately 20 days after completing your Biometric Screening.

To qualify for the non-tobacco use premium reduction, you will still need to complete the Tobacco Free Affidavit online and a Tobacco Screening during your Biometric Screening (if you have not previously completed and passed it).

If you are currently using tobacco, you may qualify for the tobacco premium reduction by completing the Tobacco Free Affidavit, indicating you are currently using tobacco, and then completing a Tobacco Cessation Program either online through StayWell or onsite through a Quit Tobacco class.

Starting with Plan Year 2015-16, the wellness premium reductions will be awarded on a prospective basis. If you have been receiving the premium reductions during Plan Year 2014-2015, AND you enrolled in a County-sponsored medical plan for Plan Year 2015-16, AND you complete the wellness assessments between July 7 – August 28, 2015, your premium reductions will continue without interruption. All other employees will receive their reductions on a prospective basis.

After you complete your wellness assessments, you can use the StayWell Portal throughout the year to participate in digital workshops, enroll in health coaching, and much more. Maricopa.staywell.com is your one-stop Wellness shop.



No Butts:

Teens Team with Public Health Staff to Pilot a Tobacco-Free Park Policy in Phoenix



It started with a SPARK, a tobacco education program the Maricopa County Department of Public Health implemented in Phoenix high schools.

But in 2012, the Office of Tobacco and Chronic Disease Prevention began shifting from direct education to policy and systems approaches that can change attitudes about smoking. They used the old SPARK connection to ignite a new coalition model that trains students as peer educators and helps them learn to advocate for health policies that can improve their community.

At Trevor G. Browne High School in Phoenix, prevention staff found a group of students who

were passionate about cleaning up their neighborhood – specifically the cigarette butts that littered the park that connected their campus to Estrella Middle School.

“The students collected hundreds of butts during just a few hours of a Saturday clean-up at El Oso Park,” said Keith Walker, Education Program Coordinator in the Office of Tobacco and Chronic Disease Prevention. “While they were in the park, they also talked to residents and collected surveys to see if there was support for making the park tobacco-free.”

They met with city staff to find out what they could do and eventually presented their findings – the surveys and gallons of smelly ciga-

rette butts – to their local councilman, now Vice Mayor Daniel Valenzuela.

He became their champion, helping them connect with Parks and Recreation Department staff to move their idea forward.

The students were invited to present a proposal to the City of Phoenix Parks and Recreation Board. On April 23, 2015, the board approved the policy that prohibits the use of all tobacco products in El Oso Park for a two-year pilot.

Throughout the process, the students had assistance from Maricopa County staff. Tobacco prevention staff helped them understand the dangers of tobacco use and secondhand smoke. Public health policy staff helped them craft their tobacco-free park policy proposal.

Over the next two years the students will be monitoring the implementation of the pilot policy. Armed with that data, they will be able to make any adjustments to advocate for a citywide policy as well as help



youth coalitions working on tobacco issues in other cities. Already, a coalition at Ironwood High School has been working towards a similar pilot in Glendale.

Each spark can lead to another, showing how Maricopa County employees can have a deep impact on public health by offering the right tools and knowledge to community members, no matter how young.





Paddling to Success *Stephanie Yee* *Team USA*

Maricopa County Environmental Services Employee Selected to the Team USA U24 Women's Dragon Boat Team

For food vendors that participate in special events or operate mobile food businesses in Maricopa County, Stephanie Yee is becoming a familiar face. Like a fish in its aquarium, she moves around with joy and energy while she does her job and conducts inspections. Stephanie is an Environmental Health Specialist with the Maricopa County Environmental Services Department, or what many would refer to as a “health or food inspector”. She is assigned to the Mobile Food/Special Events Program. But, pretty soon, she’ll be living her very own special event and she’ll be known beyond seas, as she proudly conquers other waters representing the USA in a world competition.

“I made it! I am going to the World Dragon Boat Racing Championship 2015!” exclaimed Stephanie. Her excitement has been shared by friends and family, and has also been contagious among her “family” of co-workers in the County. Getting here has not been

easy though, it has certainly required a lot of work and a lot of paddling. “I started paddling four years ago for ‘fun’, but little did I know how competitive I would become.”

Stephanie explained that she began her paddling career on Tempe Town Lake with the ASU collegiate team and was later recruited for the AZ Mutineers team. In addition to those teams, she also paddles with AZ SunGi Women’s and AZ Gila Dragons. She also cross trains with Na Leo ‘O Ke Kai Outrigger Canoe team. And if that was not enough, when she’s not paddling, she does not stop; she’s training at the gym!

This all may sound fun, but for someone who is also committed to her job, it requires a lot of energy, work, focus and dedication. These four things are certainly characteristics that Stephanie displays and are the

qualities of a champion. “I generally come in to work at 7 in the morning and work 10 hours. Then I go to train at Tempe Town Lake,” said Steph. She trains at least three nights during the week for about 3 hours each time and also trains every Saturday morning. “It’s very hard, but it’s a good distraction,” she said.

Stephanie is an Arizona native from Chandler, Arizona. She graduated from ASU with an Undergraduate major in Biochemistry and last year obtained her Master’s degree in Global Health. Stephanie started working with the County last October. Since then, she also studied hard to obtain her Sanitarian Registration for her job.

Recently, she learned that after all that intense training for time trials and multiple physical fitness tests, she was selected to paddle for the Team USA U24 Women’s Dragon Boat Team (24 years and under division).

Dragon boat is a team paddling sport that began in China; it has now grown to a competitive sport at a world level led by the International Dragon Boat Federation. This year, the World Championship will be held in Welland, Canada from August 17 through 23.

However, none of the expenses are paid for; she has already received considerable support from her family, friends, and even strangers. She established a *go-fundme* account and a PayPal account, for those that would like to help her out on this journey. “I am very happy with everyone just cheering for me on this incredible journey,” she stated.

After representing the USA in this renowned international competition, Stephanie will be returning home with more reasons to cheer and celebrate, right on time for her birthday on August 24.

“My family has been very excited. They’ve been so supportive,” she exclaimed while she acknowledged that she has many people to thank, which have helped her out in the process. First, her coaches: Peggy Coulombe (Na Leo ‘O Ke Kai Outigger Canoe), who encouraged her and pushed her throughout trainings; Don Mead and Adrian Sudjono (ASU/AZ mutineers), for helping her build her competitiveness in dragon boat; and Marisa Singpradith (AZ SunGi Women’s team), the coach who organized the time trials for her. “I never thought about this. My coach, Marisa, was real good and not only organized the time trials, but was in contact with Team USA coaches to send someone to Arizona. I never would’ve put myself out there!”

Now that she’s really “out there” and “navigating the waters of success,” she knows the path would not be easy, it requires a lot of strength and paddling. But, whether her “special event” is in a mobile kitchen or on a boat, she feels empowered and supported: “I feel incredibly grateful for the support I’m getting from my teammates and now my workplace. It feels awesome and I’m so excited to share this journey with everyone”.



**Written by Johnny Diloné
Public Information Officer
Maricopa County Environmental
Services Department**



EVERY HERO

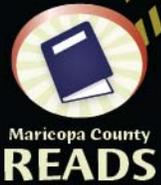
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Maricopa County Reads Wants You

Growing up in Phoenix as a kid, one of my greatest summer escapes was reading. It offered cool relief from the sometimes sweltering outdoors and an occasional respite from such mind-numbing chores as chopping weeds and shoveling cow manure. Reading allowed me to experience a world of people, places and times I could only dream of.

As an adult, I continue to find immense wonder and pleasure in hardbacks as well as audiobooks via my local library and the Maricopa County Reads Summer Reading Program. It's amazing what I have discovered just by turning the pages and perusing the words that tell a whimsical tale or a spellbinding true-life story.

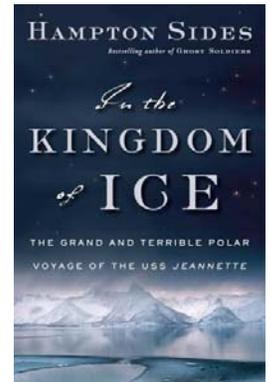
You, too, can explore a summer of reading via your local library. Whether you prefer fiction or nonfiction, whether you choose to go to the library to pick up a bestseller or download books online, your local library has it all—free of charge.

What many adults don't realize is that Maricopa County Reads, the County's Summer Reading Program, is not only for kids and teens, it's also for grown-ups. Not only can you lose yourself in an adult novel, but you can participate in a fun activity for adults or pick up a new interest or skill.

This year's Summer Reading Program theme is "every hero has a story."

To learn more about the many summer reading events at the 17 libraries operated by the Maricopa County Library District, visit www.mclldaz.org and click the Calendar of Events. Here are just a few programs you might find interesting:

- Southeast Regional Library, Explore the Night Sky, July 20, 7 p.m.
- North Valley Regional Library, History Book Discussion, *In the Kingdom of Ice*, July 23, 6 p.m.



You still have time this summer to take advantage of Maricopa County Reads. All 62 public libraries in the County are participating and you can sign up by visiting www.maricopacountyreads.org. You can earn a free book, sample great food or win a prize.

For more information, call us at 602-652-3000.

Submitted by Nelson Mitchell
Public Relations & Marketing
Maricopa County Library District





Engineering STEM Identity

Innovative Program Raises Bar in Valley Schools

There is a national shortage of people entering science, technology, engineering, and math (STEM) dependent industries. Agencies are also demanding higher skilled employees. It is now more important than ever for students to enter and persist in science and math classes and pursue careers in those fields.

Arizona's students, though, have been falling short in these areas. According to the 2013 Arizona's Instrument to Measure Standards (AIMS) assessment, 43 percent of Arizona's eighth-graders did not meet the state's science standard and 39 percent did not meet the state's math standard. In addition, most students make decisions about coursework by the end of middle school that can determine whether they would pursue a career in STEM fields.

To combat these issues, Maricopa County Education Service Agency (MCEA) is working to develop a

strong STEM identity in approximately 2,300 students in ten rural and urban school districts. A STEM identity is the understanding and confidence in one's ability to be involved in STEM. If students believe they can be successful in STEM, they are more likely to pursue and persist in STEM.

This program, called Engineering STEM Identity, just completed its first year in schools.

"It really injected a lot of energy into our science instruction and trickled into other areas," said Lucy Thompson, head teacher of Morristown Elementary School. "As the administrator at Morristown schools, I love it when students get excited, but I really love it when teachers are excited about it too!"

Engineering STEM Identity works to immerse students in a STEM-positive environment, including:

- **A hands-on problem solving approach** to science using engineering;
- **STEM professional role models**, who help students expand their understanding of scientists and engineers, and provide support for teachers through interactive video technology, provided by MCESA;
- **A STEM challenge**, where a class identifies a campus-specific problem or issue and uses engineering design to solve that issue, taking into account feedback through STEM professionals and through peer panels; and
- **Peer panels**, where classrooms connect to other classes and discuss their STEM challenges using interactive video technology.

Interactions between classrooms and the STEM professional role models became a highlight for not only students who began to think of these “STEM pros” as celebrities, but also for the STEM professionals.

Gavin Hall, a STEM professional role model who works at MedTronic, a medical technology and device company, noted how much he appreciated the “opportunity to give back.”

“It was a really powerful thing to be a part of,” he said.

MCESA trained more than 200 STEM professional role models representing more than 40 local STEM-related companies and agencies, including Intel, Freeport McMoRan, American Airlines, and Axosoft. MCESA staff help these scientists, engineers, and developers be able to share about their journeys into a STEM career, focusing on experiences that inspired them and challenges they had to overcome.

One STEM professional mentioned to a class about how she was working with an engineer in

Germany to solve a particular problem. That class, in turn, realized that the conversations they were having with another classroom via Skype-like technology to talk about their STEM projects was very much like what adult scientists and engineers do. Several students reported they were ecstatic about these real life-like experiences.

Classrooms developed their overarching STEM challenge projects by first identifying issues at their school, then going through the design process to create a solution to that issue.

One school looked at making a more comfortable chair, using computer-aided design software of MCESA-provided tablets to design the chair. Another school built a canopy to provide shade near a basketball court on campus.

A Morristown classroom identified that there could be more fruits and vegetables in their school cafeteria. Students researched, designed, and created a garden at their school, harvesting and eating fruits and vegetables that grew in their school garden. In the Paloma Elementary School District, a classroom in a school with no potable water designed a way to turn the multiple 5-gallon water jugs around the school into water fountains, to help eliminate the disposable cup waste around campus.

While Engineering STEM Identity is only in its first year, teachers are already seeing a difference in their students.

Linda Lietzke, a teacher from Arlington Elementary School, said that her students craved more interaction with the STEM professionals.

“They saw possibilities they had never seen before,” she said, “and that’s why I teach—I want them to see what’s out there.”

By Marlys Weaver-Stoesz
Maricopa County Education Service Agency



Food Training on the Menu

The most effective way to reduce the risk of foodborne illness in a food establishment is to ensure managers and key personnel are actively engaged in creating and maintaining food safety systems. This proactive approach to food safety is referred to as Active Managerial Control and can be broken down into three simple steps: 1) Develop policies; 2) Train staff; and 3) Verify training is put into practice.

Training plays a key role in Active Managerial Control and foodborne illness prevention. On April 8, 2015, the Maricopa County Board of Supervisors approved important changes to Food Service Worker (FSW) training requirements. These changes seek to enhance training options and place greater emphasis on the Person in Charge's responsibility to ensure all food employees are adequately trained. The most evident of these changes is that Maricopa County Environmental Services Department (MCESD) is no longer issuing Food Service Worker photo identification (FSW ID) cards.

Obtaining a Department-issued FSW ID card was a requirement for everyone working in the food service industry whose job included handling open food and/or food equipment. This included, but was not limited to, those working in restaurants, grocery stores, and bakeries. Even though the County is no longer issuing FSW ID cards, the changes to food employee training requirements actually raises the bar for ensuring food employees are properly trained.

Training Documentation

A key provision of the new regulation requires that the Person in Charge maintains documentation that all food employees have been properly trained. There are three forms of acceptable training documentation, a valid food employee certificate or identification card issued by any Arizona county; a valid food employee certificate of successful completion of an ANSI-accredited, third-party food handler training course; or food employee training documentation from a food establishment's proprietary food handler training course.

As was the practice with FSW ID cards, MCESD will conduct audits of food employee training documentation. Training documentation for each employee must be available at the establishment for review by the inspector during inspections. Audits of this documentation will generally be conducted during inspections when repetitive foodborne illness risk factor violations are observed. If documentation cannot be provided for each food employee, it will be noted on the inspection report and the inspector will follow up within 10 days to ensure the training is completed and training documentation is obtained.



*Submitted by Maricopa County Environmental Services Department
Andy Linton, Environmental Health Division Manager
Julie Pasquinelli, Public Information Assistant
Johnny Diloné, Public Information Officer*

Food Handler FAQ's

What types of food employee training documentation are acceptable?

1. *A valid food employee certificate, or identification card, issued by any Arizona county;*
 2. *A valid food employee certificate of successful completion of an ANSI-accredited, third-party food handler training course; or*
 3. *Food employee training documentation from a food establishment's proprietary food handler training course.*
- Will the inspector verify food employee training during inspections?
Audits of food employee training documentation will be triggered when one or more repetitive food-borne illness risk factor violations are observed during an inspection.
 - What are foodborne illness risk factors?
Foodborne illness risk factors are related to food temperatures, approved food sources, personal hygiene, and cross-contamination.
 - How does an establishment obtain approval for its proprietary or in-house, training program?
The Department will accept training documentation from an establishment's proprietary, or in-house, training programs when the following criteria are met:
 1. *The training course was in place prior to July 24, 2014;*
 2. *The training course covers food handling principles defined in the Maricopa County Environmental Health Code;*
 3. *Documentation of training for each food employee is maintained on the premises; and,*
 4. *Employees are able to demonstrate knowledge of basic food handling principles to the inspector.*

Food Employee FAQ's

- If a food employee paid for the card online but now can't get a card, can they get their money back?
The employee paid for online training and testing, not a FSW ID card.
- Can food employees come to MCESD offices to take the test?
Employees can visit one of the MCESD regional offices to take the computerized sanitation course and test (for more information, please visit:
<http://www.maricopa.gov/EnvSvc/QC/FoodHandlerCard/TestingLocations.aspx>)
- Can an employee choose any of the training courses offered?
Employees must check with their employer to see which of the training(s) they accept. It is the responsibility of the Person in Charge of the food establishment to determine which form(s) of training and training documentation they will accept.
- How much does the training cost?
The cost of the training is up to the organization/company providing the training. This may vary from organization to organization.
- How often does the training documentation need to be renewed?
The training documentation is valid for 3 years in Maricopa County. The training would have to be re-taken every 3 years in order to receive new training documentation.

Maricopa County Environmental Services Department still requires that all food establishments, handling open foods where Time/Temperature Control for Food Safety is required, to have at least one licensed Certified Food Protection Manager who has undergone more extensive food service training.

Learn more at: <http://www.maricopa.gov/EnvSvc/QC/FoodHandlerCard/FoodManagerCard.aspx>

For more information, call (602) 506-6616 or visit <http://www.maricopa.gov/EnvSvc/>

4 Basic Steps to Accident Prevention

Submitted by Tom Carroll, Safety Consultant

Reading OSHA fatal facts summaries can be a sobering experience. People died not because of some rare, one in a million incident that nobody could foresee, but rather because of simple mistakes. Almost all the mistakes and resulting accidents could have been avoided had managers and supervisors adopted the following 4 basic steps.

Train Workers.

Workers must be trained to use equipment competently and safely. For example, anyone operating a powder-actuated nail gun must be taught that it can shoot nails completely through a hollow wall. Heavy equipment operators must be trained on similar equipment to what they will use on the job site.

Inform workers.

Workers must be informed or reminded about the particular hazards existing on the current job site. For instance, using blue stake procedures when excavating to identify underground hazards. Similarly, work zone hazards associated with highway maintenance must be addressed and the potential hazards of entering a confined space must be communicated to employees.

Use of Safety Devices.

Many accidents are the result of cutting corners and trying to save money by not using available safety devices. Omitting these devices is a false economy. The cost both in financial and personal terms of even a single fatality or serious injury will far exceed any expected savings from the omission of these devices. Supervisors and managers must protect workers by installing appropriate safety devices, for example railings tethers, trench wall shoring and bracing, and barricades around machines. Workers should also be trained in the operation of personal safety equipment such as respiratory protection devices, when appropriate.

Monitor Compliance.

Just as in the case of safety devices, the pressure to save time or money by ignoring safety rules can be intense, especially when a project falls behind schedule. The pressure on supervisors may come both from managers who want work to speed up to meet project deadlines, and from workers who may consider certain safety rules as overly conservative and obstacles to getting work done in a timely fashion. To prevent accidents, supervisors must resist this pressure and insist on monitoring compliance with safety rules and enforcement of the rules when compliance seems to be lacking.

If compliance is not enforced, then any investment in safety training is wasted, and workers are exposed to risks that could have been avoided. Training, safety devices, supervision and enforcement all should be considered necessary and unavoidable costs of doing business.



From Improper work practices and OSHA's Fatal Facts, Basic Steps to Accident Prevention written by Mark P. Rossow PE, PHD, Retired, emeritus professor of civil engineering Southern Illinois University



Collision Awareness and County Employees

Submitted by Skip Harris, Safety Consultant

Every month should be Collision Awareness month. The Risk Management Safety Division encourages all Maricopa County drivers to take a step back and explore how to be a safer driver.

Maricopa County employees travel over 34 million miles each year, which is a lot of potential exposure to hazards while you're on the road. The mission of the Safety Department is to inform, assist and educate employees about their personal safety and equipment operator safety. In regards to driver safety, one of the many classes we offer is "Collision Awareness" which consists of both classroom time and hands on driving in a controlled environment.



The Risk Management Safety Department reviews all vehicle collisions to determine their preventability status and the statistics suggest that 60% of all Maricopa County vehicle collisions are caused while backing. The second highest cause of reported vehicle collisions is from hitting fixed objects such as light poles, fences, curbs, etc...

Distractions are a real problem and one all drivers have to deal with on a daily basis. Most people believe they can multi task while driving, from talking on the phone or texting, adjusting radios-mirrors-seats, etc... to eating, reading books and even putting on make-up. The list of distractions is never ending and what everyone needs to remember is that their life or someone else's life can change in the matter of seconds.

Please stay in the moment while operating your vehicle. Your fellow employees and of course your family and friends will be counting on your ability to stay focused. Here is a short check list to assist you before you get on the road.



- Eliminate any personal distractions before putting your car into gear (cell phone, temp, mirrors, etc...).
- No multi-tasking, to include eating!
- Keep your vehicle free of loose items: books, boxes, etc. These items can become airborne in the event of a collision causing potential injury.

"Defensive Driving" is another class the Risk Management Safety Department offers, which we not only highly recommend, but is also mandatory to be able to receive a County issued Vehicle Use Permit (VUP). This course provides all drivers with a refresher on driving skills and techniques that the driver may have become complacent with. These simple reminders, such as when and how to use your turn signals properly, safe following distances, reaction times and braking distances in relation to speed of travel, and proper mirror adjustment just may save yours or other lives.

Additionally, these safe driving classes provide drivers with the tools to be aware of and frequently check their behavior, mood and potential complacency behind the wheel.

Safety is everyone's responsibility, make it a point to spread the word "Safety First"!



Safety isn't expensive, it's Priceless

We understand that sometimes, it is hard to budget for unexpected safety needs resulting from OSHA compliance changes or unknown safety or emerging personal security risks.

Introducing – the Risk Management Safety Grant Program

The Maricopa County Manager has approved a Safety Grant Program in the Risk Management budget, **to take effect July 1, 2015**. The Safety Grant Program is designed to assist with purchases of safety and security equipment, finance minor hazard remediation, and fund specific loss prevention training for Maricopa County departments.

The Risk Management Safety Grant Committee will review and prioritize submitted applications, award grant funds, and monitor the fund expenditures. Grants are limited to a maximum of \$5,000 per application. Risk Management will award grants based on applications offering the greatest potential for loss reduction.

When hazards are identified, department managers, with the approval of their Department director, may submit applications for grants aimed at reducing or eliminating risk and exposure to loss from property, liability, and workers' compensation claims.

Risk Management Safety Grant Program Overview and Guidelines

OVERVIEW

- Prepare an application located at <http://ebc.maricopa.gov/RM/> and submit to Risk Management Safety Division
- Receive approval (or declination) of expenditure
- If Approved - Expend funds using appropriate method -- Purchasing Card; Petty Cash; Purchase Order, etc. (according to Purchasing and Accounts Payable guidelines).
- Provide progress reports to Risk Management Safety Division
- Submit copies of all documentation supporting the expenditure to the Risk Management Safety Division within 60 days of the approval of the Grant.

GUIDELINES

Suggestions for an appropriate grant application

- Purchase of training equipment and materials to enhance training programs
- Purchase of personal protective equipment to reduce employee injury potential.
- Purchase Ergonomic equipment (wrist rests, footrests and glare screen) to reduce cumulative trauma injuries following an ergonomic evaluation.
- Expenditures to improve overall level of protection for County property.
- Funds for correction of liability exposure which create a hazard for employees and/or the general public.
- Remediate environmental problems or conduct abatement programs
- Provide improvements, systems, or modifications for new structures where funding has not been approved or is not available (i.e. an eye wash station/s because funds are not available under the building contract.)
- Provide funding for minor capital improvements such as eye wash station/s, lighting, partitions, etc..

THE GRANTS PROGRAM SHOULD NOT BE CONSIDERED AS A VEHICLE TO SUPPLEMENT OR CIRCUMVENT THE NORMAL, LEGAL BUDGET PROCESS.

Risk Management Safety

Risk Management activities incorporate "Risk Mitigation" principles as a means of reducing vehicle accidents, human suffering and controlling costs. Risk Management's loss prevention programs are broad in scope, and include insurance procurement, claims management, hazard identification, and safety/loss prevention consultants to other county divisions.





REDUCED PRICES FOR
COUNTY EMPLOYEES!



AMAZING SUMMERS START HERE!

SUMMER DAY CAMP 2015 Valley of the Sun YMCA

Summer Day Camp Programs at the YMCA are about discovery, fun, finding new talents, trying new activities, gaining independence and making new friends! We have highly trained staff that will make the hot Arizona Summers feel like a breeze. Every week is themed differently, so you can pick your favorite week, or sign up for the entire Summer. Camps include field trips, special events, traditional activities, swimming and more. Full/part day camps, teen camps available at some locations. Programs vary by branch. We have easy payment options and early bird specials. Come check us out and see for your self!

DETAILS:

- For Who: Ages 5 to 12
- When: From May 25th to August 7th
- Time: Monday to Friday, 7AM-6PM
- 15 % Discount for County employees



Maricopa County Wins 47 NACo Awards

Maricopa County government agencies have won 47 individual achievements awards, the most in the nation, from the National Association of Counties. The NACo awards honor innovative, effective county government programs that enhance services for residents, create efficiencies and save taxpayers money.

“Wag ‘n’ Walk Adoption Hike,” a collaboration between the Animal Care and Control Department and Parks and Recreation, was cited as “Best in Category,” the highest achievement. Held on the first Saturday of the month between October and April, Wag ‘n’ Walk connects adoptable, homeless dogs with prospective companions on hikes that will show how the animals and prospective owners get along. The program features Pit Bulls and Chihuahuas, the two breeds in most abundance at County shelters.

“I often talk to County residents about Maricopa County becoming ‘First In Class,’ the best... a national leader... in the delivery of needed public services,” said Maricopa County Supervisors’ Chairman Steve Chucri. “Being

named the top county in the nation by the National Association of Counties Awards Program embodies this spirit and sets the standard to which we will continue to strive. We are very proud of this accomplishment.”

Maricopa County Manager Tom Manos said he was pleased and proud of the County’s showing. “I have followed this program for many years and Maricopa County has always been among the top performers in the nation,” Manos said. “I cannot remember any county winning 47 in a single year. Several of our departments were multiple winners. It is a tribute to our departments and our people.”

NACO awards are given in 21 different categories that encompass the range of services that counties deliver; including criminal justice, children and youth, environmental protection, public health, civic engagement and many more. This year, a total of 108 counties collected 524 achievement awards.

Among the County’s 47 winners:

- Genesis Youth Program providing comprehensive services to eligible youth between 14 and 24 with their education, career training and mentoring.
- Better Bites, Better Gulps promotes the County’s health and wellness by changing to healthy food vending options, resulting in an estimated decrease of 5.2 million calories consumed at work annually.



CONGRATULATIONS to all the winners

- Online Waitlists for Public Housing and Housing Choice Voucher, moving from cumbersome multiple-page paper documentation for public housing applicants to electronic database for online applications. The change improved staff access to files and customer service while decreasing administration, postage and paper.
- Electronic Court Case Tracking for Maricopa County Justice Courts, developed an electronic management software program to process 300,000 annual case filings into 26 separate justice courts. The program has greatly improved customer service, reducing time for law enforcement to serve defendants and enhance public safety.



*Wag 'n' Walk volunteers (from left to right):
Marilynn Weinreich, Ashsuire Forrest, Danielle Hamilton*



Service, Salute and Sacrifice

Pillars of Honor Ceremony Celebrates 31 Honorees

The “Pillars of Honor” Ceremony, a tribute to Maricopa County employees, was recently held celebrating 31 honorees.

Three columns, each honoring a different group of employees: those who have retired with 30 or more years of service to Maricopa County, those who have received significant national recognition, and those who have lost their lives during service were updated with the 2015 nominees.

“These pillars honor the outstanding service Maricopa County employees deliver to the community day in and day out,” said Maricopa County Supervisors’ Chairman Steve Chucri.









SERVICE, SALUTE AND SACRIFICE



Presiding Superior Court Judge Norman J. Davis Retires

Presiding Superior Court Judge Norman J. Davis retired June 30th after 20 years on the Superior Court Bench. During his tenure, Judge Davis served in the family, civil, criminal, probate, and juvenile departments of the court. He was Presiding Judge of Juvenile Court from June 2009 until March 2010; Presiding Judge of Family Court from June 2004 until June 2007 and Presiding Judge of the Northwest Regional Court from July 2002 until January 2004.

Prior to becoming a judge, Davis was an associate at Carmichael, McClue & Stephens until he became a founding partner in Davis & Layton, P.C. There he conducted a general practice for 19 years in the areas of civil litigation, family law, bankruptcy, criminal law, estate planning, probate, real estate and commercial transactions.



2015 ROAD BUILDER PROGRAM GRADUATES

The Maricopa County Board of Supervisors recently honored 7 Flood Control employees who completed the 2015 Road Builder Program.

The County Risk Management Safety Division sponsors two college level programs, "Road Builder" for heavy equipment journey person training and "Construction Worker" for craft journey person training. In 2013, the Risk Management Safety Division partnered with the Flood Control District to develop "Construction Work Cement Finishing" training.

The seven Flood Control employees to complete the program and be awarded certificates for Cement Finishing are: Mark Harrald Jr., Isaac Flores, Juan Hernandez, Lee Nix, Louis Pena, Dennis Robinson and Carl Preston Jr.



2015 Edward Byrne Memorial Justice Assistance Grants

The Department of Justice has partnered with Maricopa County to receive \$207,411 through the FY 2015 Edward Byrne Memorial Justice Grant.

Maricopa County Proposed Programs

- Maricopa County, \$47,411 – Part-time Grant Administrator
- Adult Probation, \$40,000 – Community Restitution Restorative Justice program
- County Attorney's Office, \$40,000 – Gun Violence Reduction
- Juvenile Probation, \$40,000 – Integrated Court Information System (iCIS) database Enhancements
- Sheriff's Office, \$40,000 – MCSO Interdiction Narcotics Enforcement Team



Appointed to the Technical Guidelines Development Committee of the Elections Assistance Commission Advisory Committee

Helen Purcell
Recorder's Office

Elected to the Executive Committee of the Elections Assistance Commission Standards Board

Rey Valenzuela
Recorder's Office

Elected Pacific Region Council Director of the National Hispanic Council of the National School Boards Association

John Gomez
Maricopa County District 5

Walking College Fellowship, America Walks

Linda Mohr-Strecker
Maricopa County Department of Public Health

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